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EXTRAORDINARY

PART II—Section 3

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MINISTRY OF LABOUR

ORDERS

New Delhi, the 23rd July 1954

S.R.O. 2452.—Whereas the Central Government is of opinion that an industrial dispute concerning a major port exists or is apprehended between the employers specified in Schedule I hereto annexed and their workmen in the Port of Bombay regarding the matters specified in Schedule II hereto annexed;

And whereas the Central Government considers it desirable to refer the dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 7 and clause (c) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government hereby constitutes an Industrial Tribunal of which Shri M. R. Meher, I.C.S. (Retd.), President, Industrial Court, Bombay, shall be the sole member and refers the said dispute for adjudication to the said Tribunal.

SCHEDULE I

1. The Bombay Port Trust, Bombay.
2. The Bombay Dock Labour Board, Bombay.
3. Messrs. Kanji Jadhavji & Co., Labour Contractors, Masjid Bridge, Bombay-9.
4. Messrs. Ardershir B. Cursetjee & Sons, Ltd., 6, Rampart Row, Fort, Bombay.
5. Messrs. Darabshaw B. Cursetjee's Sons, Darabshaw House, Ballard Road, Fort, Bombay.
6. Messrs. R. Sharp & Son Ltd., Kaiser-I-Hind Building, Currimbhoy Road, Ballard Estate, Bombay.
7. Messrs. Dinshaw & Company, Marshall's Building, Ballard Road, Fort, Bombay.
8. Messrs. Hill Son & Dinshaw Ltd., Marshall's Building, Ballard Road, Fort, Bombay.
9. Messrs. M. B. Eduljee Cassinath Sons, 17-19, Bastion Road, Fort, Bombay.
10. Messrs. Vinsons, Imperial Chambers, Wilson Road, Ballard Estate, Bombay.

11. Messrs. New Dholera Shipping & Trading Co. Ltd., The Bombay Mutual Building, 293, Hornby Road, Bombay.
12. Messrs. A. R. Naim & Sons, Gaumukh Bhuvan, Masjid Bridge, Bombay-9.
13. Messrs. H. K. Joshi & Company, 46, Hari Bhuvan, Popatwadi, Kalbadevi Road, Bombay.
14. Messrs. Dinshaw C. Cooper & Sons, 11, Bank Street, Fort, Bombay.
15. Messrs. Purshotamdas Madhavani & Co. Ltd., Botawalla Building, Elphinstone Circle, Fort, Bombay.
16. Messrs. R. H. Tookaram Hariba & Sons, 15, Babulnatu, Sadguru Sadan, Bombay.
17. Messrs. Eastern Bunkerers, Limited, Scindia House, Ballard Estate, Fort, Bombay.
18. United India Marine & Trading Co., Noor-El-Bahar, Near Fire Brigade, Carnac Bunder, Frere Road, Fort, Bombay.
19. Messrs. S. C. Cambata & Co. Ltd., Cambata Building, Opposite Church-gate Station, Bombay.

SCHEDULE II

I. Shore workers, stevedore workers, cranemen and tally clerks

1. Is the present wage system satisfactory from the point of view of:—

- (a) ensuring a fair outturn of work, and
- (b) a fair wage to the workers?

If not, what changes are necessary? In particular, should the present system be replaced by a piece-rate system? What safeguards should there be to ensure:—

- (a) a minimum wage to workers, and
- (b) a minimum outturn?

What provisions should there be for offering an incentive for increased production?

2. Are the present rates of wages adequate? If not, what would be the fair rates under the wage system recommended—whether time-rated or piece-rated?

3. What should be the working hours of the various shifts under the system recommended, regard being had to the necessity to ensure quick turn-round of ships?

4. Should Tally clerks employed by stevedores and the Port Trust be brought under the scheme of wages recommended?

5. If a piece-rate system is recommended what should be the method of calculating the volume of work handled?

6. What should be the basis for calculating provident fund contributions, gratuity, leave salary, etc. under the new system of wage payment recommended?

7. For workers not covered by the Minimum Wages Act, in what circumstances and under what limitations should overtime be paid and at what rates?

8. What should be the rate of payment for work on weekly rest days and closed holidays?

9. What essential amenities are lacking at the workplaces and should be provided?

II. Stevedore workers

10. Whether the present rates of payment of allowances (Batta) for stream work are adequate or should be revised?

11. Whether the present rate of dearness allowance for stevedore workers is adequate or should be revised?

12. Whether the present minimum guaranteed 12 days' wages per month for stevedore workers are reasonable or should be changed?

13. Whether the rate of attendance allowance for stevedore workers is reasonable or should be revised?

14. What bonus, if any, should be paid to stevedore workers for 1953-54?

III. Shore workers

15. Have proper steps been taken for the decasualisation of shore workers employed

(a) by the Port Trust, and

(b) by contractors,

and if not, what further steps are necessary and possible?

16. What attendance allowance and guaranteed wage should be paid to decasualised shore workers?

[No. LR.3(44)/54.]

S.R.O. 2453.—Whereas the Central Government is of opinion that an industrial dispute concerning a major port exists between the employers in relation to the Bombay Port Trust, Bombay, and their workmen in respect of the matters specified in the Schedule hereto annexed;

And whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 7 and clause (c) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947 (XIV of 1947), the Central Government hereby constitutes an Industrial Tribunal of which Shri M. R. Meher, I.C.S. (Retd.), President, Industrial Court, Bombay, shall be the sole member and refers the said dispute for adjudication to the said Tribunal.

SCHEDULE

Outdoor Dock Staff

1. Revision of scales of pay of Shed Superintendents (Grades I & II), Gate Inspectors, Gate Cashiers, Assistant Shed Superintendents, Export Cargo Receivers, Labour Supervisors, Manifest Clerks, Clerks (First Grade and Second Grade), Outdoor General Clerks (Tally Clerks), Sorters (First Grade and Second Grade), Markers and Carpenters.

2. Whether the leave terms for non-scheduled staff should not be brought in line with those of the scheduled staff.

3. For overtime work at night, should overtime be calculated on the basis that the normal wage per hour is one-sixth of that of entire shift?

4. Should the whole or some part of the non-scheduled staff be confirmed and if so, on what terms and conditions?

5. What essential amenities are lacking at the workplaces and should be provided?

[No. LR.3(44)/54-I.]

K. N. SUBRAMANIAN, Joint Secy.

